

CHAPTER 24

ENVIRONMENTAL AND NATURAL RESOURCES TRAINING

24-1 Scope

This chapter directs environmental and natural resources training required for Navy personnel (including military personnel and civilian employees of non-appropriated fund activities), to accomplish all Navy missions in an environmentally responsible manner, and to comply with Federal, State, and local laws and regulations. This chapter provides Navy policy regarding environmental and natural resources training, and a plan for implementing that policy. Environmental training courses described in this chapter, are official courses for the training of Navy personnel. As applicable, individual technical chapters include specific training mandated by law or regulation.

This chapter was revised concurrently with the development of the Environmental and Natural Resources Program (ENRP) Navy Training System Plan (NTSP) (reference (a)). It reflects the environmental training strategy of the NTSP. The NTSP, in turn, develops and programs the personnel, courses, training aids, etc. required to support this directive and is funding dependant.

Training requirements were developed by researching laws, regulations, and directives in response to Navy requirements; and in response to guidance provided by the Chief of Naval Operations (CNO), Environmental Quality Management Board (EQMB), and the ENRP NTSP Steering Committee.

This chapter applies to all Navy shore and afloat commands for the training, briefing, and orientation of personnel assigned environmental responsibilities. Additionally, it directs all hands training, so that newly reporting personnel are provided with a meaningful environmental, cultural, and natural resources summary.

Civil Service Masters of Military Sealift Command (MSC) ships will be considered as commanding officers regarding all training requirements, unless otherwise directed by Commander, Military Sealift Command (COMSC). The chapter also provides broad guidance for the training of Naval Reservists.

Commanding officers should note that formal school training does not eliminate the requirement for a comprehensive command environmental, natural, and cultural resources training program.

24-1.1 Navy Policy

The training courses described in this chapter are the only formal, Navy environmental training courses. Since non-standard courses do not promote implementation of standardized Navy environmental policy, the Navy discourages the use of locally available, non-standard courses unless justified by one of the exceptions listed in paragraph j of this section. The Navy has developed a process where any training need for the shore or afloat community can be identified. The CNO ENRP NTSP Steering Committee manages this process. Any unmet training need should be identified through either the ashore or afloat working group. The ENRP Training Steering Committee validates when and/or if the training will be incorporated into the Navy Training System Plan (NTSP) for implementation. Ad Hoc and informal environmental training must be reviewed through Navy's Environmental Training process. The ENRP NTSP Steering Committee and its working groups are responsible for advising CNET, and its environmental training schools (NAVSCOLCECOFF and NAVOSHENVTRACEN) of emergent course requirements as well as changes to existing requirements.

The Navy's policy regarding environmental and natural resources training is:

- a. To provide all Navy personnel, military and civilian, active duty and reserve, with quality initial training and annual refresher training.
- b. To accomplish officer and enlisted environmental awareness training during initial accession training.
- c. To conduct training required for a specific billet or assignment en route to the assignment, or as soon thereafter as practicable.
- d. To provide training that is both command-specific and general to both its military and civilian employees.
- e. To stress the roles and responsibilities of the individual, as well as the command, during environmental, natural, and cultural resources training.
- f. To emphasize that compliance with Federal, State, and local laws and regulations is mandatory, and that failure to comply may result in civil penalties being imposed against the command. Moreover, some violations may subject individuals as well as commands to disciplinary action by the Navy, or to civil or criminal penalties imposed by Federal or State courts or regulators.
- g. To achieve the above in the most cost-effective manner, for the Navy overall, based on processes developed by the CNO-designated Environmental Training Program Steering Committee and its Working Groups.
- h. Naval Reserve commanders and commanding officers shall work closely with active duty counterparts to provide appropriate environmental, natural and cultural resources training for Naval Reservists.
- i. Commands shall conduct environmental, natural, and cultural resources training needs assessment surveys as required to evaluate training effectiveness and to identify areas for additional training
- j. Per the Navy Environmental Training System Plan (NTSP), commands shall obtain required training through Navy sources unless:
 - (1) A specific course is unavailable through Navy sources, or
 - (2) An Interservice Environmental Education Review Board (ISEERB)-approved course for Navy personnel does not exist
 - (3) A commercially available course equivalent to a Navy source course, is more economical (i.e., cost of travel, per diem, etc.)
 - (4) This training does not meet the legal requirements of the State or location in which the command is located.

24-1.2 References. Relevant references are:

- a. N45-NTSP-X-10-00-01, Environmental and Natural Resources Navy Training System Plan; (NOTAL)
- b. OPNAVINST 5100.19D, Navy Occupational Safety and Health Program Manual for Forces Afloat; (NOTAL)
- c. OPNAVINST 5100.23E, Navy Occupational Safety and Health Program Manual; (NOTAL)

24-2 Legislation

Environmental laws, Executive Orders (EO), or implementing regulations specify certain training requirements. Additional training requirements exist, though not specifically required by laws or regulations, and are identified in the NTSP because persons cannot comply with requirements unless they receive appropriate training.

24-3 Terms and Definitions

Technical Content Review (TCR) is a process developed through the ENRP NTSP process and consists of a technical review of curriculum content of a course whether that course be classroom or executed by some other mechanism (i.e., Internet, computer-based training (CBT), video teletraining). TCR is conducted, at a minimum, every 3 years of the continuing life cycle of a course. The TCR process is a technical review and does not replace the standard CNET-driven educational reviews managed through Training Command Instruction. The TCR process is also used for new course development.

Subject Matter Expert (SME) is an individual, who, based on education and/or experience in an environmental area, identifies training needs, reviews curriculum, assists in developing technical aspects of curriculum or acts as a guest speaker in courses. SME cadre lists are managed through the ENRP NTSP working groups.

Interactive Multimedia Instruction/Distance Learning (IMI/DL) is a combination of delivery methods used to deliver training usually consisting of new technologies that include computer-based training (CBT) and (CD-ROM and Internet usage, videos, and video tele-training. Terms also used to describe any of the above are: supplemental instructional materials/tools/technologies, training tools, training delivery vehicles.

Interservice Environmental Education Review Board (ISEERB) is a standing board of the Interservice Training Review Organization (ITRO). ISEERB-approved course is a course that has been reviewed by Navy SMEs (and other ISEERB components) and determined suitable for Navy students. The course may be a Navy lead course or another service may have the lead for that particular course.

The ITRO is an organization the Services have participated in since 1972 and is established under provisions of the Interservice Training Regulation, AR 351-9, OPNAVINST 1500.27E, MCO 1580.7D and AFI 36-2230(1). The goal of ITRO is the elimination of unnecessary duplication and training redundancy without negatively impacting on training quality or Service mission.

Navy Training System Plan (NTSP) is the CNO planning document that identifies validated environmental training requirements and resources required to implement these requirements. The NTSP

is updated every 3 years and addresses the life cycle of all Navy-approved environmental courses in 3-year cycles. The NTSP tasks the Chief of Naval Education and Training (CNET) to implement the plan's requirements. CNET's environmental training schools: NAVSCOLCECOFF (Naval School, Civil Engineer Corps Officers) and NAVOSHENVTRACEN (Navy Occupational Safety and Health and Environmental Training Center) develop and conduct the training.

24-4 Environmental Training Requirements

24-4.1 General Environmental Awareness Training. Commanders and COs shall conduct general environmental awareness training annually for all hands afloat and ashore, and include:

- a. The Navy's Environmental and Natural Resources Program policy.
- b. Navy environmental and natural resources initiatives, and the impact of these initiatives on the individual
- c. The role of the individual in achieving Navy environmental and natural resources compliance
- d. Consequences of non-compliance

The Navy produces and provides environmental awareness training videotapes and computer-based training modules for distribution to all commands when funding is available. Commands should use these supplemental training tools to assist in accomplishing general environmental awareness training. Records for annual awareness training need to be kept to ensure continued compliance with this section.

24-4.2 Command Orientation. Commanders and COs shall provide each individual reporting to a command with command-specific environmental awareness training, as part of the Command Orientation Program, including a survey of the following topics:

- a. The command's commitment to a strong, protective environmental ethic and stewardship of natural and cultural resources
- b. The command's specific environmental responsibilities and its accompanying environmental awareness and compliance programs, including employee liability and protection of natural and cultural resources, pollution prevention, recycling, and hazardous material control and management (HMC&M)
- c. The responsibility, commitment, and contribution of the individual to the environment
- d. The command's environmental points of contact and telephone numbers and emergency telephone numbers
- e. Federal, State, and local environmental laws and regulations
- f. Pollution prevention as a means to achieve compliance in support of mission readiness
- g. Integrated contingency planning in support of total mission compliance

24-4.3 Specialty Training

24-4.3.1 Surface warfare officers. Surface warfare officers shall receive environmental and pollution prevention training through the Surface Warfare Officers' School Command (SWOSCOL COM) as part of their curriculum.

24-4.3.2 Supply officers. Supply officers shall receive environmental training at the Naval Supply Corps School as part of an appropriate curriculum.

24-4.3.3 Naval aviators. Naval aviators shall receive environmental compliance and pollution prevention training as part of flight training, or soon thereafter. Embarked squadrons or detachments shall participate in their ship's training program.

24-4.3.4 Submarine officers. Submarine officers shall receive environmental compliance and pollution prevention training at the earliest opportunity as part of prospective commanding officer or prospective executive officer (PCO/PXO), department head (D.H.), and basic submarine officer training.

24-4.3.5 Navy Judge Advocate General (JAG) officers. All JAG officers receive environmental training in basic lawyer course. At the earliest opportunity Staff Judge Advocate shall receive additional environmental training at the Staff Judge Advocate Course at Naval Justice School.

24-4.3.6 Afloat Environmental Protection Coordinators (AEPC). AEPCs shall attend the Afloat Environmental Protection Coordinator course (A-4J-0021) or equivalent. They shall complete Watchstation 304 in the Hazardous Material (HM)/Environmental Protection Programs Afloat Personnel Qualification Standards (PQS), (NAVEDTRA 43528), within 6 months of assignment. One petty officer per firefighting or repair party shall qualify on Watchstation 303 - HM Spill Response Scene Leader. One petty officer will also qualify as Watchstation 305 - Oil/Hazardous Spill Response Scene Leader (NAVEDTRA 43528). For submarines, type commanders shall specify requirements for completion of PQS 303 and 305, such that appropriately qualified individuals shall be present at the scene of any HM or oil spill. For MSC ships, COMSC shall specify AEPC requirements.

24-4.4 Shipboard Training Enhancement Program (STEP). STEP is a program of computer-based training that shall be used, prior to assignment, in Navy shipboard training as an alternative to formal, classroom training, and to satisfy course completion requirements (see Chapter 19). Testing is included in STEP to evaluate student understanding of the material. STEP courses have the potential for effectively and economically delivering environmental and natural resources training.

24-4.5 Billets Requiring Billet-Specific Environmental Training. The following Navy personnel ashore and afloat will receive billet specific environmental training:

- Regional Environmental Coordinator (RECs)
- Commanding Officers and Executive Officers
- Commander's Staff
- Supply Officers
- Public Affairs Officers (Ashore)
- ROICC/OICC/AROICC
- Afloat Environmental Coordinators
- Public Works Officers/Assistant Public Works Officers
- Public Works Department Heads

Environmental Managers, Engineers, and Planners
Natural and Cultural Resources Managers
Installation Restoration Personnel
Environmental Staff Personnel
Response Personnel
Remedial Project Managers (RPM's)
Asbestos Removal Personnel
Hazardous waste site workers or other personnel working with refrigerants
Industrial Hygiene Officer
Safety Officer
Training Range Managers
Real Estate Specialists
Housing Property Managers

24-4.6 Billet-Specific Formal Environmental Training Courses. Following are the Navy environmental training courses available through the Navy Occupational Safety and Health and Environmental Training Center (NAVOSHENVTRACEN), Norfolk, VA and San Diego, CA, and the Naval School Civil Engineer Corps Officer school (NAVSCOLCECOFF), Port Hueneme, CA. Commands desiring course quotas should contact those schools directly.

a. NAVOSHENVTRACEN Courses:

Afloat Environmental Protection Coordinator (A-4J-0021) *
Afloat Hazardous Material Coordinator (A-8B-0008) *
Emergency Asbestos Response Team (A-760-2166) *
Asbestos Inspector (A-493-0014) *
Asbestos Inspector Refresher (A-493-0015) *
Asbestos Management Planner (A-493-0019) *
Asbestos Management Planner Refresher (A-493-0020) *
Asbestos Project Designer (A-493-0086) *
Asbestos Project Designer Refresher (A-493-0087) *
Asbestos Project Monitor (A-493-0017) *
Asbestos Project Monitor Refresher (A-493-0018) *
Asbestos Supervisor/Worker (Initial) (A-493-0069) *
Asbestos Supervisor/Worker (Refresher) (A-493-0070) *
Consolidated Hazardous Material Reutilization and Inventory Management Program (CHRIMP)/Hazardous Material Inventory Control System (HICS) Technician (A-493-0049) *
Hazardous Material Control and Management (HMC&M) Technician Mobile Training Team (MTT) (A-322-2601) *
Hazardous Material Control and Management (HMC&M) Technician (A-322-2600) *
Introduction to Hazardous Materials (Ashore) (A-493-0031) *
Facility Response Team (FRT) 40 hour (A-493-0012)
Facility Response Team (FRT) 24 hour (A-493-0013)
Regional Oil and Hazardous Substance Spill Management Team, formerly Navy On Scene Commander (NOSC)/Facility Incident Commander (FIC) (A-493-0082)
Hazardous Substance Incident Response Management (HSIRM) (A-493-0077).
Hazardous Substance Incident Response Management (HSIRM) Refresher (A-493-0083)
Spill Management Team (SMT) (A-493-0088)

* Occupational Safety and Health (OSH) Courses with environmental implications.

b. NAVSCOLCECOFF Courses:

Advanced Environmental Law (A-4A-0068)
Advanced Environmental Management (A-4A-0063)
Environmental Protection & Environmental Protection Final Governing Standards (FGS) (A-4A-0036)
Basic Environmental Law (A-4A-0058)
Environmental Negotiation Workshop (A-4A-0067)
Advanced Environmental Restoration (A-4A-0069)
Air Installations Compatible Use Zones Seminar (A-4A-0035)
Environmental Quality Sampling- Water (A-4A-0026)
Environmental Quality Sampling- Soil, Hazardous Waste and Groundwater (A-4A-0025)
Environmental Train-the-Trainer (A-4A-0080)
Conducting Environmental Management System Reviews (A-4A-0079)
Emergency Planning and Community Right to Know (EPCRA) and Toxic Release Inventory (TRI) Reporting (A-4A-0082)
Historic Preservation Compliance Executive Overview (A-4A-0071)
Historic Preservation Law and Section 106 Compliance (A-4A-0073)
Hazardous Waste Operations and Emergency Response (HAZWOPER) – For Uncontrolled Hazardous Waste Site Worker (A-4A-0075) or (ISEERB-USAFSAM B30ZY0000E-001)
HAZWOPER For Uncontrolled Hazardous Waste Site Worker Refresher (A-4A-0074)
Munitions Response Site Management (A-4A-0093)
Human Health Risk Assessment and Management (A-4A-0078)
Health & Environmental Risk Communication Workshop (A-4A-0072)
Managing Environmental Quality Assurance (A-4A-0088)
Data Quality Objectives and Managing Environmental Quality Assurance (A-4A-0090 or B30ZY0000E-015-Air Force- ISEERB)
Environmental Background Analysis (A-4A-0092)
Ecological Risk Assessment (A-4A-0081)
Environmental Geographic Information Systems (A-4A-0084)
Geostatistics (A-4A-0091)
Remedy Selection and Closure (A-4A-0089)
Hazardous Waste Facility Operators (A-4A-0076)
Introduction to Hazardous Waste Generation and Handling (A-4A-0080)
RCRA Hazardous Waste Annual Refresher (A-493-0081)
Overseas Hazardous Waste Generator (A-493-0094)
Overseas Hazardous Waste Facility Operations (A-493-0093)
National Environmental Policy Act (NEPA) Navy Executive Overview (A-4A-0076)
National Environmental Policy Act (NEPA) Application (A-4A-0077)
Introduction to Cultural Resource Management Laws and Regulations (A-4A-0070)
Natural Resources Compliance (A-4A-0087)
Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)
RCRA for Military Munitions (not yet validated)
NEPA and Acquisition (not yet validated)
Petroleum Oil and Lubricants (POL) Spill Prevention ashore (pending)

c. Interservice Environmental Education Review Board (ISEERB) Courses. The ISEERB schools are: Naval School Civil Engineer Corps Officers (CECOS), Navy Occupational Health Safety and Environmental Training Center (NAVOSHENVTRACEN), Army Logistics Management College (ALMC), Army Corps of Engineers Professional Development Services Center (PDSC), US Air Force School of Aerospace Medicine (USAF SAM), Air Force Institute of Technology (AFIT), Defense Logistics Agency Training Center (DTC-C) and an Inter-service Training Review Board (ITRO) school, the Joint Fire Fighting Training School (JFTS). Commands desiring course quotas should contact the schools listed directly or use registration information provided by the schools' web sites and catalogs.

Air Quality Management (AFIT ENV 531)
Health and Environmental Risk Communication Workshop (A-4A-0072)
Historic Preservation Law and Section 106 Compliance (A-4A-0073)
Introduction to Cultural Resource Management Laws and Regulations (A-4A-0070)
Natural Resources Compliance (A-4A-0087)
Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)
Introduction to Cultural and Natural Resources Compliance (PDSC-web based)
Introduction to Natural and Cultural Resources (PDSC-video)
Pollution Prevention Program Operations and Management (AFIT ENV 022)
Environmental Compliance Assessment (AFIT ENV 020)
Defense Hazardous Material/Waste Handling (ALMC-HA)
Buying Green: A Multifunctional Approach to Pollution Prevention (DCPSO00R750)
Defense Metals and Recycling Course (8G-F2)
Data Quality Objectives and Managing Environmental Quality Assurance (USAFSAM B30ZY0000E-015)
Ecological Risk Assessment (A-4A-0081)
HAZWOPER for Uncontrolled Hazardous Waste Site Workers (USAFSAM B30ZY0000E-001)
Human Health Risk Assessment and Management (A-4A-0078)
Hazardous Materials Train-the-Trainer (ITRO, Joint Fire Fighting Training School-WXC-DDO495)
Transportation and Storage of Hazardous Material (A-822-0012) Navy Supply School (ITRO course)
Transportation for Hazardous Material/Hazardous Waste for DOD (DLA-DCPSO00R510)
National Environmental Policy Act Implementation (ALMC-EJ)
Environmental Laws and Regulations (PDSC-ID#3170/CECC-E33ELRO1A)
Hazardous Waste Manifest/DOT Re-certification PDSC 26HWRO1A)

24-4.7 Regional Environmental Coordinators (RECs). Regional Environmental Coordinators, or their staff, are encouraged to receive the following training:

- a. Advanced Environmental Management (A-4A-0065)
- b. Basic Environmental Law (A-4A-0068)
- c. Regional Oil and Hazardous Substance Spill Management Team formerly Navy On-Scene Commander/Facility Incident Commander (A-493-0082)
- d. NEPA Navy Executive Overview (A-4A-0076)

Additionally recommended:

- e. Advanced Environmental Law (A-4A-0068)

- f. Environmental Negotiation Workshop (A-4A-0067)
- g. Health and Environmental Risk Communication Workshop (A-4A-0072)
- h. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)
- i. Natural Resources Compliance (A-4A-0087)
- j. Introduction to Cultural Resource Management Laws and Regulations (A-4A-0070)
- k. Spill Management Team (SMT) (A-493-0088)

24-4.8 Commanding Officers of Shore Activities. Personnel assigned command of shore activities (including shore-based aviation commands) are encouraged to take general and command-specific training on Federal, State, and local environmental compliance laws and regulations within 6 months of taking command, as follows:

- a. Basic Environmental Law (A-4A-0058)
- b. NEPA Navy Executive Overview (A-4A-0076)
- c. Historic Preservation Compliance Executive Overview (A-4A-0071)

Additionally recommended:

- d. Health and Environmental Risk Communication Workshop (A-4A-0072)
- e. Pollution Prevention Program Operations and Management (AFIT ENV 022)
- f. Environmental Negotiation Workshop (A-4A-0067)
- g. Advanced Environmental Management (A-4A-0063)
- h. Advanced Environmental Law (A-4A-0068)
- i. Natural Resources Compliance (A-4A-0087)
- j. Introduction to Cultural Resource Management Laws and Regulations (A-4A-0070)

24-4.9 Commander's Staff (Deputy Commanders, and Key Major Staff). Deputy commanders and senior personnel assigned environmental responsibilities on major claimant staffs are encouraged to take the following training, as appropriate:

- a. Advanced Environmental Management (A-4A-0063)
- b. Basic Environmental Law (A-4A-0058)

- c. Advanced Environmental Law (A-4A-0068)
- d. NEPA Navy Executive Overview (A-4A-0076)

Additionally recommended:

- e. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)
- f. Health & Environmental Risk Communication Workshop (A-4A-0072)
- g. Pollution Prevention Program Operations and Management (AFIT ENV 022)
- h. Environmental Compliance Assessment (AFIT ENV 020)
- i. Environmental Negotiation Workshop (A-4A-0067)

24-4.10 Supply officers whose duties involve hazardous material control and management will attend the CHRIMP/HICS Technician Course. Also recommended is the Introduction to Hazardous Materials (Ashore). Additional recommendations are:

- a. Pollution Prevention Program Operations and Management (AFIT ENV 022)
- b. Defense Metals and Recycling Course (8G-F2)
- c. Buying Green: A Multifunctional Approach to Pollution Prevention (DCPSO00R750)

24-4.11 Public Affairs Officers. Public affairs officers assigned to shore activities will receive both general and command-specific training on environmental compliance laws and regulations, including:

- a. Environmental Protection (A-4A-0036)
- b. Basic Environmental Law (A-4A-0058)
- c. NEPA Navy Executive Overview (A-4A-0076)

Additionally recommended:

- d. Health and Environmental Risk Communication Workshop (A-4A-0072)
- e. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)
- f. Environmental Negotiation Workshop (A-4A-0067)

24-4.12 Resident Officers in Charge of Construction/Officers in Charge of Construction (ROICC/OICC). ROICC/OICC training will include:

- a. HAZWOPER for Uncontrolled Hazardous Waste Site Workers (A-4A-0075)

- b. HAZWOPER for Uncontrolled Hazardous Waste Site Workers Refresher (A-4A-0074)
- c. Asbestos Project Designer (A-493-0087)

Additionally recommended:

- d. Munitions Response Site Management (A-4A-0093)
- e. Historic Preservation Law Executive Overview (A-4A-0073?)
- f. Introduction to Cultural Resources Management Laws and Regulations (A-4A-0070)
- g. Intro to Natural and Cultural Resources Compliance (WEB BASED)
- h. Natural and Cultural Resources Management (VIDEO)
- i. Advanced Environmental Restoration (A-4A-0064)
- j. Advanced Environmental Management (A-4A-0063)
- k. Pollution Prevention Program Operations & Management (AFIT ENV 022)
- l. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)

24-4.13 Public Works Officers (PWO). Civil Engineering Corps (CEC) officers assigned as public works officers are encouraged to take the following training:

- a. Environmental Protection (A-4A-0036)
- b. Basic Environmental Law (A-4A-0058)
- c. NEPA Application (A-4A-0077)
- d. Introduction to Cultural Resource Management Laws and Regulations (A-4A-0070)
- e. Spill Management Team (SMT) (A-493-0088) (duty specific).
- f. Asbestos Project Designer (A-493-0086)

Additionally recommended:

- g. Health and Environmental Risk Communication Workshop (A-4A-0072)
- h. Environmental Negotiation Workshop (A-4A-0067)
- i. Asbestos Management Planner (A-493-0019)

- j. Introduction to Hazardous Waste Generation and Handling (A-4A-0080)
- k. Facility Response Team (duty specific) (24 HR A-493-0013, 40 HR A-493-0012)

24-4.14 Civil Engineering Corps (CEC) Officers. CEC officers will receive the following training:

- a. Environmental Protection (within initial 3 tours; ENS/LTJG/LT) (A-4A-0036)
- b. Advanced Environmental Management (A-4A-0063)
- c. Basic Environmental Law (A-4A-0058)

Additionally recommended:

- d. Health and Environmental Risk Communication Workshop (A-4A-0072)
- e. Environmental Negotiation Workshop (A-4A-0067)
- f. Spill Management Team (SMT) (A-493-0088) (duty specific)
- g. Facility Response Team (24 / 40) (A-493-0013 / 0012) (duty specific)
- h. Asbestos Project Designer (A-493-0086)
- i. Asbestos Management Planner (A-493-0069)

24-4.15 Environmental Managers. Environmental managers will receive training appropriate to duties assigned, including the following formal courses, as applicable. Provide training before assignment of environmental project or program management responsibilities:

- a. Environmental Protection (within 1 year of initial assignment) (A-4A-0036)
- b. Advanced Environmental Management (A-4A-0063)
- c. Basic Environmental Law (A-4A-0058)
- d. Advanced Environmental Law (A-4A-0068)
- e. Environmental Negotiation Workshop (A-4A-0067)
- f. Health and Environmental Risk Communication Workshop (A-4A-0072)

Additionally recommended:

- g. Hazardous Waste Facility Operators (if responsible for TSDF operations) (A-493-0076) or Introduction to Hazardous Waste Generation and Handling (A-4A-0080)
- h. RCRA Hazardous Waste Refresher (A-493-0081)

- i. NEPA Navy Executive Overview or NEPA Application (depending on detail needed to perform job) (A-4A-0076 / A-4A-0077)
- j. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)
- k. Historic Preservation Law and Section 106 Compliance (A-4A-0073)
- l. Natural Resources Compliance (A-4A-0087)
- m. Introduction to Cultural Resources Management Laws and Regulations (A-4A-0070)
- n. NEPA Application (A-4A-0077)
- o. Air Quality Management (AFIT ENV 531)
- p. Environmental Compliance Assessment (AFIT ENV 020)
- q. Pollution Prevention Operations and Management (AFIT ENV 022)
- r. Emergency Planning & Community-Right-to-Know (EPRCA)/TRI (A-4A-0082)
- s. Asbestos Project Designer (A-493-0086)
- t. Asbestos Project Monitor (A-493-0017)
- u. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)
- v. Any applicable Restoration Courses listed in 24-4.19.
- w. Environmental Geographic Information Systems (GIS) (A-4A-0091)

24-4.16 Environmental Engineers. Environmental engineers and environmental protection specialists advise on all environmental matters and ensure command compliance. They will receive the following training as applicable, prior to assignment of environmental project or program management responsibilities:

- a. Environmental Protection (A-4A-0036)
- b. Advanced Environmental Management (A-4A-0063)
- c. Basic Environmental Law (A-4A-0058)
- d. Advanced Environmental Law (A-4A-0068)
- e. Environmental Negotiation Workshop or NEPA Application (depending on knowledge level required of job) (A-4A-0067 / A-4A-0077)

- f. NEPA Navy Executive Overview (A-4A-0076)
- g. Environmental Compliance Assessment (AFIT ENV 020)
- h. Natural Resources Compliance (A-4A-0087)

Additionally, Environmental Engineers should take the following program specific courses if their duties require it:

- i. Historic Preservation Law and Section 106 Compliance (A-4A-0073)
- j. Introduction to Cultural Resource Management Laws and Regulations (A-4A-0070)
- k. Air Quality Management (AFIT ENV 531)
- l. Health and Environmental Risk Communication Workshop (A-4A-0072)
- m. Asbestos Project Designer (A-493-0086)
- n. Asbestos Project Monitor (A-493-0017)
- o. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)
- p. Any applicable Restoration courses as cited in 24-4.19

24-4.17 Environmental Planners. Command environmental planners will receive the following training as applicable to specific job assignments:

- a. Environmental Protection (A-4A-0036)
- b. Environmental Negotiation Workshop (A-4A-0067)
- c. NEPA Navy Executive Overview (A-4A-0076)
- d. Historic Preservation Law and Section 106 Compliance (A-4A-0073)
- e. Introduction to Cultural Resource Management Laws and Regulations (A-4A-0070)
- f. NEPA Application (A-4A-0077)
- g. Health and Environmental Risk Communication Workshop (A-4A-0072)
- h. Natural and Cultural Resources Management (VIDEO)
- i. Asbestos Project Designer (A-493-0086)
- j. Natural Resource Compliance (A-4A-0087)

- k. Pollution Prevention Operations and Management (AFIT ENV 022)
- l. Air Installations Compatible Use Zones (AICUZ) Seminar (A-4A-0035) (duty specific)
- m. Asbestos Project Designer (A-493-0087)
- n. Asbestos Project Designer Refresher (A-493-0087)
- o. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)

24-4.18 Natural and Cultural Resources Managers. Personnel assigned natural and cultural resources management responsibilities will receive the following training as applicable to their specific job assignments:

- a. Environmental Protection (A-4A-0036) or Advanced Environmental Management (A-4A-0063) (depending on level of knowledge required of position)
- b. Basic Environmental Law (A-4A-0058)
- c. Advanced Environmental Law (A-4A-0068)
- d. Environmental Negotiation Workshop (A-4A-0067)
- e. NEPA Navy Executive Overview (A-4A-0076) or NEPA Application (A-4A-0077), (depending on level of knowledge required of the position)
- f. Historic Preservation Law and Section 106 Compliance (A-4A-0073)
- g. Introduction to Cultural Resources Management Laws and Regulations (A-4A-0070)
- h. Health & Environmental Risk Communication Workshop (A-4A-0072)
- i. Natural Resources Compliance (A-4A-0087)
- j. Natural and Cultural Resources Management (VIDEO)
- k. Environmental Compliance Assessment (AFIT ENV 020)
- l. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)

Additionally recommended:

- m. Ecological Risk Assessment (A-4A-0081)
- n. Environmental Geographic Information Systems (A-4A-0084)
- o. Any applicable Restoration Courses listed in 24-4.19

24-4.19 Installation Restoration Managers. Personnel assigned to duties involving installation restoration or remediation are encouraged to take the following training, as applicable to their specific job assignments:

- a. Environmental Protection (A-4A-0036)
- b. Advanced Environmental Law (A-4A-0068)
- c. Environmental Negotiation Workshop (A-4A-0067)
- d. Advanced Environmental Restoration Implementation (A-4A-0064)
- e. Data Quality Objectives and Managing Environmental Quality Assurance (now Air Force B30ZY0000E-015)
- f. HAZWOPER for Uncontrolled Hazardous Waste Site Workers (A-4A-0075)
- g. HAZWOPER for Uncontrolled Hazardous Waste Site Workers – Refresher (A-4A-0074)
- h. Ecological Risk Assessment (A-4A-0081)
- i. Environmental Geographic Information Systems (GIS) (A-4A-0091)
- j. Environmental Background Analysis (A-4A-0092)
- k. Geostatistics (A-4A-0091)
- l. Health & Environmental Risk Communications Workshop (A-4A-0072)
- m. Human Health Risk Assessment and Management (A-4A-0078)
- n. Remedy Selection & Closure (A-4A-0089)
- o. Munitions Response Site Management (A-4A-0093)
- p. Environmental Quality Sampling- Water (A-4A-0026)
- q. Environmental Quality Sampling- Soils, Hazardous Waste and Groundwater (A-4A-0025)

Additionally recommended:

- r. Natural Resources Compliance (A-4A-0087)
- s. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)

24-4.20 Environmental Staff. COs and commanders will provide personnel, not otherwise described above and assigned general environmental staff or support duties, with the following training, as applicable to their specific duties and billet assignment:

- a. Environmental Protection (A-4A-0036)
- b. Basic Environmental Law (A-4A-0058)
- c. Environmental Compliance Assessment (AFIT ENV 020)
- d. NEPA Application (A-4A-0077)
- e. Environmental Negotiation Workshop (A-4A-0067)
- f. Spills Management Team (SMT) (A-493-0088) (duty specific)
- g. Facility Response Team 40 hour or Facility Response Team 24 hour (A-493-0012 or A-493-0013) (duty specific)
- h. Pollution Prevention Program Operations & Management (AFIT ENV 022)

Additionally recommended:

- i. Data Quality Objectives and Managing Environmental Quality Assurance (now Air Force B30ZY0000E-015)
- j. HAZWOPER for Uncontrolled Hazardous Waste Site Workers (A-4A-0075)
- k. HAZWOPER for Uncontrolled Hazardous Waste Site Workers – Refresher (A-4A-0074)
- l. Hazardous Waste Facility Operators (A-4A-0076)
- m. Introduction to Hazardous Waste Generation and Handling (A-4A-0080)
- n. RCRA Hazardous Waste Refresher (A-493-0081)
- o. Transportation of Hazardous Material/Hazardous Waste (HM/HW) for DOD (DCP500R510) (DLA)
- p. Hazardous Waste Manifest/DOT Re-certification (26 HWRO1A) (ARMY COE)
- q. Introduction to Cultural Resources Management Laws and Regulations (A-4A-0070)
- r. Air Quality Management (AFIT ENV 531)
- s. Native American Traditions and Cultures: Implementing DOD Native American Policy (A-4A-0085)

24-4.21 Incident Responders. Designated incident responders (military and civilian) will receive the following training, as appropriate. Regional Oil and Hazardous Substance Spill Management Team formerly (NOSC/FIC) Course and SMT are appropriate for incident commanders and other spill management personnel working in the incident command posts. All other courses are appropriate training for 'hands on' spill responders.

- a. Regional Oil and Hazardous Substance Spill Management Team, formerly (Navy On Scene Commander/Facility Incident Commander (NOSC)/(FIC)) (A-493-0082).
- b. Hazardous Substance Incident Response Management (A-493-0077) or Hazardous Substance Incident Response Management Refresher as appropriate (A-493-0083). This course is responsive to OSHA HAZWOPER (q) requirements.
- c. Introduction to Hazardous Waste Generation and Handling (A-4A-0080)
- d. RCRA Hazardous Waste Refresher (A-493-0081)

24-4.22 Supervisors. COs will ensure personnel assigned to supervisory positions involving asbestos removal receive the following environmental training as appropriate:

- a. Asbestos Inspector (A-493-0014)
- b. Asbestos Inspector Refresher (A-493-0015)
- c. Asbestos Management Planner (A-493-0069)
- d. Asbestos Management Planner Refresher (A-493-0020)
- e. Asbestos Project Designer (A-493-0086)
- f. Asbestos Project Designer Refresher (A-493-0087)
- g. Asbestos Project Monitor (A-493-0017)
- h. Asbestos Project Monitor Refresher (A-493-0018)
- i. Asbestos Supervisor/Worker (Initial) (A-493-0069)

* Occupational Safety and Health (OSH) Courses of environmental interest.

24-4.23 Workers. Workers assigned asbestos removal tasks will receive the following formal training:

- a. Asbestos Supervisor/Worker (Initial) (A-493-0069)
- b. Asbestos Supervisor/Worker (Refresher) (A-493-0070)
- c. Emergency Asbestos Removal Team * (A-760-2166)

* Occupational Safety and Health (OSH) Courses of environmental interest.

24-4.24 Other. Environmental training (along with awareness training) is necessary for other positions at shore commands, in which work practices have a significant potential impact on the environment. Law requires commanding officers provide these personnel, as appropriate, the following training:

- a. HAZWOPER for Uncontrolled Hazardous Waste Site Workers (A-4A-0075)
- b. HAZWOPER for Uncontrolled Hazardous Waste Site Workers Refresher (A-4A-0074)
- c. Introduction to Hazardous Waste Generation and Handling (A-4A-0080) or OJT equivalent for Hazardous Waste Generators / Workers that generate Hazardous Waste, or are assigned to manage/work at either a Hazardous Waste Satellite Accumulation site less than 90 day Hazardous Waste storage site, Treatment, Storage, Disposal Facility shall have training within 90 days of being assigned or employed and have refresher training annually (i.e., RCRA Hazardous Waste Refresher A-493-0081).
- d. Hazardous Substance Spill Response and Management (HSIRM) (A-493-0077)

24-4.25 Reserve Component Environmental Training. Commanders and COs of Naval Reservists will provide environmental training appropriate for mobilization duties to the greatest extent possible. COs will ensure full time personnel are trained at their facility if they are responsible for the facility. Naval Reserve unit commanders and COs will obtain training for reservists that they consider the minimum for individual mobilization missions and responsibilities.

24-5 Responsibilities

24-5.1 The Chief of Naval Operations (CNO (N45)) will:

- a. Establish policy for the accomplishment of environmental and natural/cultural resources compliance training in the Navy.
- b. Act as the Resource Sponsor for Navy environmental and natural/cultural resources compliance training.
- c. Work with the other Armed Services and ISEERB components in the development and conduct of environmental training.
- d. Establish and manage Environmental Training Steering Committee and Working Groups to identify and meet environmental training when determined as policy or as response to new or changed laws and regulations.

24-5.2 The Chief of Naval Education and Training (CNET) will:

- a. Develop, budget for, and carry out the Navy Environmental and Natural Resources Program Navy Training System Plan.
- b. Assist in the resourcing of its environmental training schools to meet increase student loading.
- c. Develop and recommend sources to obtain training in each of the environmental topics for personnel identified in this chapter.

- d. Determine equivalent sources of training, if any, for those training courses specified in this chapter. Maintain a list of equivalent training courses and training resources and distribute Navy-wide.
- e. Establish formal training programs on the operation and maintenance of all environmental compliance systems and equipment developed for use aboard Navy ships.
- f. Oversee development of standard lesson plans, audio-visual aids, and computer-based training packages to assist commands in establishing effective environmental general and orientation training programs.
- g. Develop a program to measure the effectiveness of the training, identify shortfalls, and provide for response to those shortfalls, to correct them quickly.
- h. Investigate use of new technologies to develop and deliver training more effectively and to larger audiences.
- i. Via its Interservice Training Review Organization (ITRO) role, support the Navy-lead ISEERB efforts to reduce costs to all services and deliver environmental training and eliminate redundant training efforts.

24-5.3 Commander, Naval Legal Service Command will:

- a. Ensure that effective environmental and natural and cultural resources compliance training for military lawyers is developed and maintained.
- b. Develop, budget for, and carry out the Environmental and Natural Resources Navy Training System Plan, as it pertains to military lawyers.
- c. Continually review the effectiveness of environmental training for military lawyers, and make recommendations to CNO (N45) for incorporation into the Environmental and Natural Resources Navy Training System Plan.

24-5.4 Commander, Naval Facilities Engineering Command (COMNAVFACENGCOM) will:

- a. Provide technical guidance to CNET and its environmental training schools (CECOS & NAVOSHENVTRACEN) on environmental, cultural, and natural resources training, existing laws and regulations, actual experiences (lessons learned), and comments.
- b. Assist in identifying environmental training requirements through the NTSP process
- c. Provide technical guidance on environmental and natural/cultural resources training to CNO (N45) via the NTSP process
- d. Assist in the development of environmental and natural resources compliance training in the Navy.
- e. Provide appropriate SMEs for development and review of training curriculum and supplemental training tools

f. Provide appropriate SMEs and or managers to act as guest speakers in Navy endorsed and ISEERB approved courses

g. Identify student job categories appropriate to NAVFACENGCOM and quotas required for specific environmental courses and report to CNO yearly environmental training needs

24-5.5 Major Claimants will:

a. Ensure the development and implementation of effective environmental and natural resources training programs at both shore and afloat commands within their claimancies. They will also provide guidance in support of this directive as required.

b. Ensure suitable personnel receive environmental audit training.

c. Monitor and fund the conduct of the training required per this chapter.

d. Identify student job categories appropriate to their claimancy and quotas required for specific environmental courses.

e. Coordinating with CNET, develop standard environmental and natural resources compliance orientation packages tailored for commands under their claimancies.

f. Provide comments to CNET on environmental, natural and cultural resources training needs.

g. Coordinate with RECs to consolidate environmental training and work towards reducing duplication of effort within a region.

h. Identify student job categories and quotas required for specific environmental courses and report this data to CNO yearly in its environmental training data call.

i. Provide appropriate SMEs and or managers to act as guest speakers in Navy endorsed and ISEERB approved courses

j. Assist in identifying environmental training requirements through the NTSP process by providing point of contact to work with the ENRP Steering Committee and Working Groups to identify and validate emergent environmental training needs and prevent duplicative or redundant training efforts

k. Provide point of contact to work with the Navy environmental training schools to ensure adequate student loading for environmental courses to maintain course life cycle funding, reduce duplicative training efforts and provide most effective environmental training at overall costs savings/avoidance to Navy

24-5.6 Commanders and Commanding Officers will:

a. Comply with the training requirements of this chapter, and amplifying guidance from major claimants. Request funding or billet support as required.

b. Carry out effective command general and orientation training programs.

c. Provide feedback on the adequacy and effectiveness of training received via the chain of command.

24-5.7 Regional Environmental Coordinator will:

- a. Coordinate regional training requirements, and needs.
- b. Coordinate with CNET schools (NAVSCOLCECOFF/NAVOSHENVTRACEN) to establish regional training classes that can be attended by multiple activities and installations
- c. At the invitation of the chairperson, Environmental Natural Resources Program Steering Committee, attend the Steering Committee meeting and advise the committee as to the status of environmental training in specific regions
- d. Coordinate with major claimants to consolidate environmental training and work towards reducing duplication of effort within regions
- e. Provide point of contact to work with CNET environmental training schools: NAVSCOLCECOFF and NAVOSH-ENVTRACEN to coordinate training efforts within the region (location of training rooms, VTT centers, dissemination of training tools etc.) to provide appropriate courses and number of offerings, ensure adequate student loading to maintain course life cycle funding, reduce duplicative efforts and save overall cost to Navy.
- f. Coordinate State and local specific training requirements with ENRP NTSP schools to ensure information is incorporated into appropriate courses as needed
- g. Provide recommendations and feedback to Navy ISEERB voting member or Pillar Review Subcommittees regarding specific emergent issues and training requirements.
- h. Provide appropriate SMEs for development/review of environmental courses.
- i. Provide appropriate SMEs as guest speakers to provide local expertise and knowledge within the Region for courses that require training to regional, state or local specific requirements.